

To: Patrick Reynolds Dean of Faculty
From: The Committee on Academic Policy (Professors Franklin, Kuharic, Latrell, Major, Omori, Yee)
Re: Faculty Allocation Recommendations
Date: 10 June 2011

In 2011, the Committee on Academic Policy received requests for eight tenure track positions, two term positions, a conversion from term to tenure-track, and a request for either a term or tenure track position. There were three tenure-track positions and two term positions available for allocation.

Classics: The Department of Classics requested the conversion of the current term position (held since 2002 and renewed in 2008) to a tenure track position. The CAP is sympathetic to the current enrollment pressures of the department and to the desire to started on long-term planning. However, given the limited resources and needs elsewhere in the curriculum the CAP does not support the request for the conversion.

Communication: The Communication Department requested the renewal of a term position, and the addition of one tenure-track position. The CAP recommends renewal of the term position to address the needs of the concentration. Given the limited resources and needs elsewhere in the curriculum, CAP does not support the request for an additional tenure-track position in Communication. The CAP suggests that the department explore relationships to the Cinema and New Media Studies Program in order to advance and strengthen the concentration, and to maximize current resources. Further, the CAP suggests that the department consider addressing enrollment demands through curricular revision such as cross-listing and "counting courses from cognate disciplines in its concentration," as recommended in 2010.

Comparative Literature: The Department of Comparative Literature requested the allocation of a tenure-track or a term position in transnational literary studies. The CAP recommends the allocation of a term position for this purpose. As noted in previous recommendations the CAP sees the value of transnational studies at the college and recognizes the strong argument for making a hire in this area. Particularly attractive are the potential curricular opportunities in working with Cinema and New Media Studies program.

Computer Science: The Computer Science Department requests the allocation of a tenure-track position in order to shore up gaps in expertise and address limitations in terms of course offerings. Given the limited resources and needs elsewhere in the curriculum, the CAP does not recommend the request. The CAP recognizes the fact that Computer Science is constrained in terms of its ability to staff curricular offerings. However, the CAP also notes that a number of the department's challenges (e.g. senior project and honors theses) are challenges faced by many other departments as well. The CAP suggests that the Computer Science Department reduce its service courses as necessary to preserve the integrity of its concentration.

Economics: The Economics Department requests the allocation of a tenure-track position previously held by Jim Bradfield, who has retired. Given the limited resources and needs elsewhere in the curriculum, CAP does not support the request for the tenure-track position. The request is more complex in this case since in 2007 the Dean granted an additional faculty line to the Department. This line was, as he wrote in the June 15 memo to President Stewart, a "temporary measure, mortgaging against it the next vacancy in the department. In other words, we suggest the Economics Department have authorization to recruit, and when its next vacancy occurs, that the line returns to the Dean." The current vacancy is the next one referred to in the memo. So the current request is effectively a request for a new tenure-track position. In years past the CAP has recommended allocations to the Economics department based on a combination of factors including enrollment pressures, core disciplinary coverage, and disciplinary breadth.

While this request is predicated on such grounds, the CAP does not support the request given limited resources and needs elsewhere in the curriculum and since granting it would be tantamount to reducing the FTE of another department.

English: The Department of English and Creative Writing requests the reallocation of a tenure-track position previously held by Aishwarya Lakshmi in creative writing and a term position to cover American Studies/Cinema and New Media Studies (CNMS) courses. The CAP recommends the allocation of a tenure-track position in poetry to English and Creative Writing. Our recommendation is based on the judgment that the position is crucial to support the department's increasing demands in Creative Writing. While the committee is sympathetic to the department's needs for a term position in English/American Studies/CNMS, given the limited resources and needs elsewhere in the curriculum, the committee does not recommend granting this request.

Government: The Government Department requests two tenure-track positions, one of which is to continue the position of retiring department faculty member Ted Eismeier, and the other to strengthen Latin American Studies. In regards to the re-allocation of the position created through retirement, the CAP agrees that it should be retained by the Department. However, given the limited resources and needs elsewhere in the curriculum, CAP does not support the request for a new position specializing in Latin America. Our recommendation is partially based on our judgment of the appropriate number of faculty in Government at Hamilton. In 2009 CAP recommended that Government seek to fill its first available vacancy in an area related to Latin America. Given that the need persists, we reiterate our recommendation that the next available vacancy be used as an opportunity to hire in this area.

Religious Studies: The Religious Studies Department requests a re-allocation of the tenure track position in South Asian Religion, created through the retirement of Jay Williams. The CAP recommends allocating the position to Religious Studies. The Committee concurs with the Department that there is a "serious gap in the curriculum" in the study of Islam. Therefore, the CAP recommends that the search be conducted without an area studies focus to broaden the pool of possible candidates. In reference to the criteria on page 3 of the request, CAP sees a greater need at the College for a specialist in Islam rather than a candidate trained in the traditions of India.

Sociology: The Sociology Department requests the allocation of a tenure-track position. Although the CAP recognizes the department's high enrollments, given the limited resources and needs elsewhere in the curriculum the committee does not support this request. The CAP advises that the department consider addressing enrollment demands through curricular revision.